

Diversity and Inclusion Policy

PRINCIPLE

Metalúrgica Progresso de Vale de Cambra, S.A. (Hereinafter called “Company”), recognizes that it has the duty and social responsibility to pursue a policy aimed at the promotion of diversity and inclusion, as an essential factor for the healthy development of companies and of societies in general, in a framework of equality of opportunities and treatment for everybody, indiscriminately, ensuring an integrated, just and full social development.

And in this context, the Company, throughout its time, has valued a culture of diversity, refusing any kind of discrimination based on ethnicity, nationality, sexuality, gender, physical condition, age, or religion.

To achieve that, the Company formalizes this Diversity and Inclusion Policy, based on three main guidelines:

- Continuous development of an organizational culture based on mutual respect, acknowledgement, appreciation of individual differences and talents, that promote the diversity of its people;
- Deepen conditions to understand, respect, and promote diversity and inclusion by all employees, as a means to achieve the intellectual, emotional, moral, and spiritual well-being of every person, according to their needs;
- Develop efforts to ensure that the principles are applied to all employees and other partners external to the company.

COMMITMENTS

The pursuit of this policy is translated into a set of commitments:

- Ensuring a work environment free of prejudice and discrimination, respect and appreciation for individuality, making opportunities available to all people, guided by equality;
- Take measures of positive discrimination and forbid all kinds of discrimination or harassment based on gender, age, nationality, and residency;
- Implement measures that allow the integration of people with special needs and that promote the adaptation of workplaces, whenever needed;



- Maintain people management practices that support the principles of diversity and inclusion, with equality of treatment and opportunities in the recruitment and selection process, in professional training and development, in the assessment of development, in career progression and in compensation conditions, respecting all applicable laws;
- Faithfully adhere to the data protection legislation regarding processes connected with diversity and inclusion, ensuring that the personal data used are exclusively those supplied by the worker.
- Monitor the alignment of this Policy with the principles inserted into the Code of Conduct and in the Human Rights Policy, as well as with the best practices and laws applicable.

VALIDITY AND COMMUNICATION

This policy comes into effect on December 2nd, 2025, is valid for 3 years and it may be subjected to interim review, if needed.

The Company will take steps to ensure that all contributors, as well as all other intended recipients, are aware and understand the scope of this Policy, either through internal communication, or through the company's website.

Vale de Cambra, December 2nd, 2025

The Board of Directors

